



February 13, 2017

The Honorable Carolyn Maloney
The Honorable Barbara Comstock
United States House of Representatives
Washington, DC 20515

Dear Congresswomen Maloney and Comstock:

The National Treasury Employees Union, representing over 150,000 federal employees in 31 different federal agencies, thanks you for once again introducing legislation to bring the federal government into the 21st century, on the issue of paid parental leave. So much has changed in the paid parental leave field since the original legislation was introduced in 2007. At that time, we wanted the federal government to be the leader in changing the workplace to be more family-friendly. But in the last ten years, almost every major US corporation has instituted paid parental leave policies and the federal government now lags behind. That is why it is so important that this legislation becomes law now.

A recent research study prepared by IMPAQ International, LLC, and the Institute for Women's Policy Research (IWPR) as part of a study funded by the U.S. Department of Labor, suggests that mothers that utilize paid leave benefits provided by their employer may experience a greater ability to balance their career and caregiving responsibilities, and that employers that offer paid leave benefits may be more likely to experience increased levels of employee retention, as first-time mothers who utilize paid leave are more likely to return to their job. Paid parental leave is a win-win situation. The Pentagon recognized this last year, when it increased paid maternity leave to 12 weeks and paid paternity leave to 14 days.

Many in the public would be surprised to find that the federal government does not provide paid parental leave. While federal employees can take Family and Medical Leave for the birth of a child, it does not provide pay. Many workers are unable to take advantage of the program because they need their paycheck. NTEU pledges to work with you to pass the Federal Employee Paid Parental Leave Act this Congress.

Sincerely,

A handwritten signature in black ink, reading "Anthony M. Reardon". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Anthony M. Reardon
National President